

# REPUBLIC PARKING SYSTEM

## *Application for Employment*

Date \_\_\_\_\_ Telephone \_\_\_\_\_

Name \_\_\_\_\_

Last

First

Middle Initial

Social Security Number \_\_\_\_\_ Verified By \_\_\_\_\_

Address \_\_\_\_\_

Street/PO Box

City

State

Zip

Emergency Contact \_\_\_\_\_

Name

Address

Phone

Are you at least 18 years of age? \_\_\_\_\_

Please list all education/training (high school, GED, college, U.S. military, etc.)

Full Name/Location

From/To

Did you graduate?/Degree Received?

High School \_\_\_\_\_

College \_\_\_\_\_

Technical/Vocational School \_\_\_\_\_

Other (include GED) \_\_\_\_\_

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Work History – include U.S. military service as an employer, showing type of discharge:

1. Present/Last Employer \_\_\_\_\_

Address \_\_\_\_\_

Street/PO Box

City

State

Zip

Employment Dates \_\_\_\_\_ to \_\_\_\_\_ Job Title \_\_\_\_\_

Duties \_\_\_\_\_ Rate of Pay \$ \_\_\_\_\_

Immediate Supervisor \_\_\_\_\_ Phone \_\_\_\_\_

Reason for Leaving \_\_\_\_\_

May we contact them? \_\_\_\_\_

2. Previous Employer \_\_\_\_\_

Address \_\_\_\_\_

Street/PO Box

City

State

Zip

Employment Dates \_\_\_\_\_ to \_\_\_\_\_ Job Title \_\_\_\_\_

Duties \_\_\_\_\_ Rate of Pay \$ \_\_\_\_\_

Immediate Supervisor \_\_\_\_\_ Phone \_\_\_\_\_

Reason for Leaving \_\_\_\_\_

May we contact them? \_\_\_\_\_

3. Previous Employer \_\_\_\_\_

Address \_\_\_\_\_

Street/PO Box                      City                      State                      Zip

Employment Dates \_\_\_\_\_ to \_\_\_\_\_ Job Title \_\_\_\_\_

Duties \_\_\_\_\_ Rate of Pay \$ \_\_\_\_\_

Immediate Supervisor \_\_\_\_\_ Phone \_\_\_\_\_

Reason for Leaving \_\_\_\_\_

May we contact them? \_\_\_\_\_

List three references that are not relatives or previous employers:

Name	Address	Phone	Years Known

Please answer **ALL** of the following questions. Your answers will be evaluated and they will have a direct bearing on whether or not you will be offered a position.

1. Can you work any hours? \_\_\_\_\_ If not, what hours can you work? \_\_\_\_\_
2. Are there any days that you cannot work? \_\_\_\_\_ If yes, which? \_\_\_\_\_
3. Do you have dependable transportation to and from work? \_\_\_\_\_
4. Are you a U.S. citizen? \_\_\_\_\_ If offered employment, can you present a birth certificate, social security card, certificate of U.S. Citizenship or verification of your legal right to work in the United States? \_\_\_\_\_
5. Names of relatives employed by our Company: \_\_\_\_\_
6. Have you worked for this company before? \_\_\_\_\_ If so, where and when? \_\_\_\_\_
7. Have you ever worked for another parking company? \_\_\_\_\_ If yes, where and when? \_\_\_\_\_
8. Have you been convicted of a felony? \_\_\_\_\_ If yes, what offense and when? \_\_\_\_\_
9. The job for which you are applying will require attendance and may require an ability to work an eight (8) hour shift; do you foresee any problem complying with this essential job function? \_\_\_\_\_

**BY SIGNING THIS DOCUMENT YOU AGREE TO THE FOLLOWING CONDITIONS:**

**UNIFORM POLICY:** If hired, Republic Parking System will furnish uniforms for your use. It is the responsibility of each employee to wear the total uniform (including appropriate identification nametag/badge) while on duty. Also, uniforms must be clean and neat at all times, and changed regularly. Should an employee misplace any uniforms, an appropriated charge will be levied for replacement. Upon leaving Republic Parking System's employ, you must immediately return all uniforms in your possession. Applicant agrees, if employed to abide by this Uniform Policy.

**CONFIDENTIALITY:** If hired, you will be required to sign a ***Pledge of Confidentiality*** as a term and condition of employment.

**INVESTIGATION OF APPLICATION:** To determine my qualifications for employment, I authorize Republic Parking System to conduct an investigation of my employment. I understand that any false or misleading information furnished by me on this application form or in connection with my application for employment or significant omissions of information may result, if employed by this company, even after working for any time period, in termination of employment.

**RIGHTS OF COMPANY:** The Company reserves the right to reject this application for any reason. Republic Parking System retains the right to change, alter, suspend, cancel and interpret all personnel policies and practices of the Company without advance notice and in its sole discretion. Recognition of this management right and prerogative is a term and condition of your completing this job application form.

**EQUAL OPPORTUNITY:** Republic Parking System is an Equal Opportunity Employer. All job applicants and employees are treated equally in all employment practices, and without regard to race, color, religion, national origin, sex, marital status, age, veteran status, and/or disability.

**EMPLOYEE AT WILL:** I understand, acknowledge, and agree that nothing in this employment application creates an implied or express contract of employment between Republic Parking System and me. If the Company hires me, I agree and acknowledge that my employment will be "at will" and thus can be terminated by the Company at any time and with or without cause and with or without notice. I also acknowledge and agree that no one at the Company has the authority to make any employment agreement with me, either orally or in writing, that is **not** an "at will" agreement, as described in this paragraph.

**EFFECTIVE PERIOD OF APPLICATION:** I understand and acknowledge that this job application will be considered current for thirty (30) days only. At the end of this period, if I am still interested in employment, it will be necessary for me to re-apply by filling out a new job application.

**AGREEMENT TO CONFORM TO COMPANY POLICIES:** In consideration of Republic Parking System's review of my job application, I agree to conform to any rules, policies, and guidelines of the Company if I am hired.

**APPLICANTS WITH DISABILITIES:** The Company is committed to complying with the "Americans with Disabilities Act". If you believe that you need reasonable accommodation in order to apply for or complete an application for employment, please notify the Company of your specific needs.

By signing below, I acknowledge the conditions above and agree to each of these conditions in applying for a job with Republic Parking System.

**ARBITRATION:** [In consideration of the Company's offer of employment and Applicant's acceptance of the Company's offer of employment,] the parties agree that they will settle any and all previously unasserted claims, disputes or controversies arising out of or relating to the Applicant's application or candidacy for employment, promotion, demotion, or termination of employment with the Company exclusively by the final and binding arbitration before a neutral arbitrator. Examples of such claims include, but are not limited to claims under federal, state, and statutory or common law, such as the Age Discrimination in Employment Act, Title VII of the Civil Rights Act, as amended, including the 1991 amendments, the Americans with Disabilities Act, the law of contract and the law of tort.

This arbitration provision is no intended to, and does not affect the substantive, legal rights of the parties.

The arbitration shall be conducted in accordance with the Federal Arbitration Act, 9 U.S.C. § 1-16. If the parties are unable to agree on an arbitrator, they shall jointly request the Federal Mediation and Conciliation Service to designate a panel of five arbitrators. Upon receipt of the panel of arbitrators, the parties shall meet and select an arbitrator, by alternatively rejecting one of the names on the panel of arbitrators; the parties shall meet and select an arbitrator by alternately rejecting one of the names on the panel. The right to make the first rejection shall be determined by a flip of the coin.

The cost and expenses of the arbitration, including the arbitrator's fees, shall be borne equally by the parties. Each party will be responsible for his her or its own attorney's fees, if any.

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Signature of Applicant

**IF YOU ARE APPLYING FOR A CASHIER POSITION, YOU MUST COMPLETE THE FOLLOWING:**

If a car was parked at 11:43 am, and left the parking lot at 4:27 pm, how long was this car in the facility? \_\_\_\_\_

Assume you have the following:	4 tickets	@	\$2.50 each
	8 tickets	@	\$0.75 each
	2 tickets	@	\$2.00 each
	1 ticket	@	32.00 each
	1 ticket	@	16.75 each

What is the total amount of money you should have collected? \_\_\_\_\_

How many tickets did you collect? \_\_\_\_\_

**COMPLETE THE FOLLOWING ONLY IF YOU ARE APPLYING FOR A DRIVER (I.E. VALET, SHUTTLE, ETC.) POSITION:**

Do you have a valid driver's license? \_\_\_\_ State \_\_\_\_\_ DL# \_\_\_\_\_

Have you received a traffic ticket in the last three (3) years? \_\_\_\_\_

If yes, explain: \_\_\_\_\_

Have you ever been involved in an accident? \_\_\_\_ If yes, explain: \_\_\_\_\_

What types of vehicles have you driven? \_\_\_\_\_

Do you have a Chauffeur's License? \_\_\_\_\_ How long? \_\_\_\_\_